

CUPE 3912 Strike

Frequently Asked Questions

CUPE 3912 went on strike Wednesday, October 19, 2022. We have put together a short Question & Answer document to answer questions our DFA Members may have about their rights and responsibilities during a CUPE 3912 strike.

Q: What are DFA Members' responsibilities during a CUPE 3912 strike?

During a CUPE 3912 strike, you are responsible to continue your work. The DFA is not in a legal strike position.

Q: Can I be asked to do additional work during a CUPE 3912 strike? Do I need to comply?

You might be asked to do additional work, or to make changes to your courses to avoid disruption from a strike, but you should be aware of your rights. You cannot be required to do the work of someone who is on strike. Equally importantly, you should not do the work of someone who is on strike, out of solidarity and respect. A good rule to remember: “If it wasn’t your job before a strike, it is not your job during a strike”.

Q: What impact will a CUPE 3912 strike have on DFA Members' work?

A CUPE 3912 strike will likely be disruptive to your work, particularly if you rely on CUPE 3912 workers in your teaching. CUPE workers are important for the delivery of Dalhousie’s academic mission. Disruptions are a reminder of the value and importance of our colleagues and their academic labour. I encourage you all to show solidarity with our colleagues and communicate your support. A good way to do this is to spend time with them on their picket lines if you are able.

Q: Can I refuse to cross CUPE 3912 picket lines?

As noted earlier, DFA Members are required to continue their work during a CUPE 3912 strike. If your work requires you to access parts of campus that are impacted by CUPE 3912 picket lines then you are required by law to cross, with two exceptions. If you feel UNSAFE crossing the picket lines, then notify your supervisor immediately, copy the DFA, and await further instructions. If you have a MORAL OBJECTION to crossing the picket lines, then you must notify your supervisor immediately, copy the DFA, and await further instructions. In both cases, your supervisor will likely propose alternative working arrangements such as continuing your work remotely. Keep the DFA informed of what is happening so we can advise you accordingly. If you do need to cross CUPE 3912 picket lines, then a good practice is to “walk before you cross”, which means spend some time with the striking workers on their picket line to show your solidarity before you proceed to your work site.

Q: What will happen if student academic progress is affected by a CUPE 3912 strike?

Student academic progress will likely be impacted by a CUPE 3912 strike of any significant duration. The academic consequences of a strike and plans for any missed academic work will need to be discussed as part of return-to-work negotiations between CUPE 3912 and the Board, and Senate might have a role to play. You might be asked to provide information to your Chair/Director about the impact of a strike on your classes, and it is important to do this. Advise the DFA if you are asked or pressured to change your classes during or after a CUPE 3912 strike to make sure that your academic rights are respected.

Additional questions or concerns?

Reach out to the DFA at any time at dfa@dal.ca